

Pre-test / Post-test

Please answer each of the following questions to the best of your knowledge.
Circle the correct answer for each question.

1. True or False

An employer may be liable for the sexual harassment behavior against its employees committed by visitors or vendors.

2. True or False

Sexual harassment is defined as any inappropriate sexual contact between a male and a female employee that interferes with an individual's work performance.

3. True or False

"Quid Pro Quo" means "Favors for Money" in Latin.

4. True or False

Supervisors may be held personally liable in a sexual harassment complaint against a member of their team if they delay taking action on the complaint.

5. True or False

Same-sex harassment, by definition, can be in the form of comments from one woman to another woman that clearly express hostility about the presence of women in the workplace.

6. True or False

If someone indicates to you that your behavior is objectionable, and you stop this minor behavior immediately, it is still recorded as harassment.

7. True or False

California law protects employees from discrimination based on sexual orientation and gender identity.

8. True or False

It is illegal to ask a subordinate employee on a date.

9. True or False

A hostile environment can result from conduct of others that unreasonably interferes with an individual's work performance even if the comments and gestures were not directed to that individual.

10. True or False

Title VII of the Civil Rights Act protects employees from discrimination on the basis of religion, national origin, and income level.

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11. True or False

Repeated terms of endearment such as “honey” or “dear” may contribute to a hostile environment.

12. True or False

Calendars with X-rated photos may be displayed in personal work spaces.

13. True or False

If a harassment incident is reported to you, you have 5 days to submit the complaint documentation to the EEO Coordinator.

14. True or False

The Local Intervention Process (LIP) must be concluded within 20 days.

15. True or False

Supervisors must take action on complaints, even if the recipient asks you not to.

Correct	Incorrect

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Pretest/Posttest Answers

1. True
2. False
3. False
4. True
5. True
6. False
7. True
8. False
9. True
10. False
11. True
12. False
13. False
14. True
15. True